



BASHH/BHIVA/FSRH Mentoring Scheme

Ethical Code of Practice for Mentoring

- The mentor should respond to the mentee's needs and agenda and should not impose their own agenda
- Both the mentor and mentee should consider all discussion that takes place in the mentoring relationship as confidential. The limits of this confidentiality are described in the Mentoring Confidentiality Policy
- The mentor should not intrude into area the mentee wishes to keep private until invited to do so. However, they should help the mentee recognised how other issues may relate to those areas
- Mentor and mentee should be open and truthful with each other
- The mentoring relationship must not be exploitative in any way nor must it be open to misinterpretation
- Mentors need to be aware of the limits of their own competence in the practice of mentoring and operate within these limits
- The mentor has a responsibility to develop their own competence in the practice of mentoring
- The mentee must accept increasing responsibility for managing the relationship; the mentor should empower them to do so and must generally promote the mentee's autonomy
- Mentor and mentee should respect each other's time and other responsibilities, ensuring that they do not impose beyond what is reasonable
- Either the mentor or the mentee may terminate the mentoring relationship at any time. However, both mentor and mentee have a responsibility for discussing the matter together, as part of mutual learning, and the regional mentor representative should be informed
- Mentors and mentees share the responsibility for the smooth winding down of the relationship when it has achieved its purpose and avoid creating dependency
- If a mentee has any complaints about their mentor, they should discuss them with their regional mentor representative
- Mentors must be aware of any current law relevant to advice they may give and work within that law
- Mentors and mentees must be aware that all records (including computer-based records) are subject to statutory regulations under the Data Protection Act, 1988.
- Mentors cannot act as an advocate, witness or provide advice on disputes that the mentee may be involved in. They can help with developing plans for coping or for developing new opportunities.